

FAQ's for Glenkirk's Pastor Nominating Committee

Who is on the Pastor Nominating Committee?

The PNC is composed of 9 people elected by Glenkirk's covenant partners. These people are:

Wayne Herman, Chair
Kailyn Crawford
Chelle Briggs

Heather Marosi, Co-Chair
Loren Martin
Scott Morgon

James McGeary
John Wiedmann
Jen Bohler

What was the PNC's mandate?

The PNC was charged with discerning God's leading and identifying the right candidate for Senior Pastor to present to Glenkirk's covenant partners for approval.

How did the PNC execute on its mandate?

The overall process can be broken into four phases:

1. Create a Church Profile, including a job description
2. Advertise the position
3. Evaluate candidates who applied
4. Facilitate a smooth transition for the new Senior Pastor

This process followed the completion of Glenkirk's Mission Study during the second half of 2017. Two of the PNC members also served on the team that drafted the Mission Study.

How did the PNC create the Church Profile?

After reviewing Glenkirk's Mission Study, mission statement, vision, values, and the recently completed Reveal study, the PNC met with staff members, representatives from the Mission committee, and young adults to gather their input, while listening to the larger congregation through individual conversations. Additionally, the PNC utilized a ProScan instrument to help discern nuanced leadership qualities needed in a Senior Pastor. From the information gathered, the PNC created a Church Profile to introduce potential candidates to Glenkirk Church. The profile included a job description created from our desired list of innate personality traits and leadership capabilities. This profile can be viewed on GlenkirkChurch.org.

How did the PNC advertise the position?

The profile was listed on various websites, including the ECO job board, seminaries, and other websites dedicated to pastor position searches. The PNC reached out to Glenkirk's covenant partners, friends and associates of Glenkirk who could point the team toward potential candidates, and the church profile was presented to a number of pastors at recent conferences attended by members of Glenkirk's staff. Several recommendations led to impressive applicants.

How many applications did the PNC receive?

The PNC received 43 applications from candidates across the country and even from Europe.

How did the PNC evaluate candidates who applied?

The PNC deliberated in groups of three by evaluating applications and reviewing sermons. A rating system was established to determine a candidate's progression. Depending on how far into the process a candidate progressed, the process included an initial phone call, multiple video interviews with the entire PNC, in-person meetings, reference checks, a completed ProScan assessment, a church visit to hear candidates preach in their home church, and a meeting between the candidate and ECO's Ministry Partnership Team (MPT) in order for the MPT to discern the candidate's suitability as an ECO pastor.

How will the PNC facilitate a smooth transition process for the new Senior Pastor?

The PNC is working closely with Glenkirk's staff to ensure as smooth a transition as possible. This still taking shape, but a Meet and Greet opportunity has been scheduled with the pastoral candidate for Saturday morning, October 27th, from 9:00 a.m. to 11:00 a.m. for any who would like to meet the candidate prior to the congregational meeting on the 28th. Light refreshments will be served.

How long did the search for a Senior Pastor take?

The PNC met nearly every week for 10 months.

When is the Congregational Vote?

The congregational meeting to vote to call a new Senior Pastor to Glenkirk is Sunday, October 28 at 12:10pm, following the 10:45 service.